

the cube

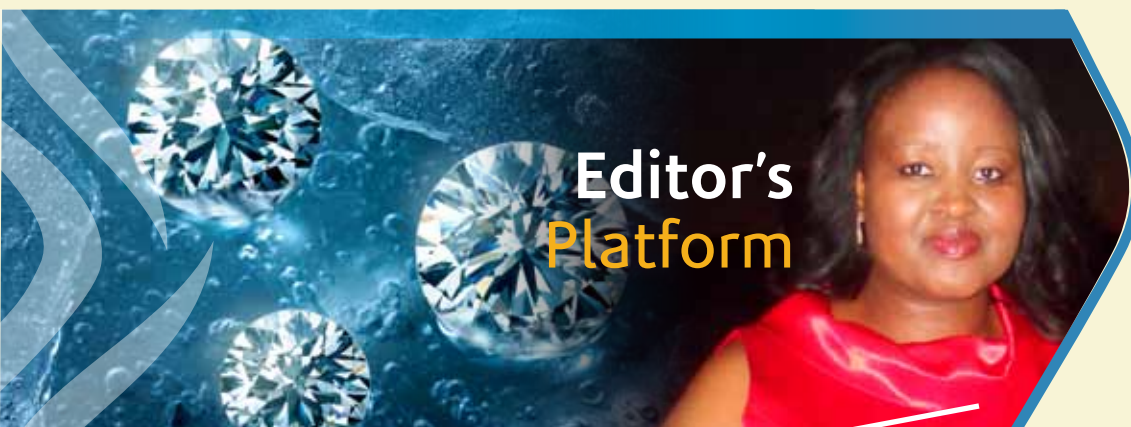
A newsletter for the Diamond Trading Company Botswana



Pulling Together!

» Inside

- Know your Company's Purpose, Vision & Values
- A moment with the outgoing Editor
- Accreditation of the DTC Botswana Diamond Academy
- Diamond Professional Graduate Certificate (DPGC)
- Stop crime



Editor's Platform

Hello to you all. The CUBE has been quiet for some time due to some changes that were going on and I do believe that those changes would be of great benefit to you our readers!

Amongst the changes is that my term expired late last year and therefore Mrs Tebogo Moribame-Setiko will assume the reigns as the Editor of The CUBE. Tebogo comes in with a wealth of experience given her rich Corporate Communications background and I do believe she will definitely take The CUBE to greater heights. Already, as the External Communications Manager, she has an advantage of now aligning our newsletter to the standards of international publications.you go lady, it is now on you. 😊

On another note, to conclude the journey that I started with you two years ago, today's edition is still fun and informative. We have an interesting piece on the Diamond Hub, which is one of our major stakeholders, therefore it is important to understand their role and responsibility in the industry. We have also featured developmental partners such as GIA and University of Leicester (Diamond Professional Graduate Certificate Programme). All these are meant to develop staff and be able to put the company in a recognised and competitive international platform.

Since the beginning of the year, DTCB has hosted a number of important visits and we have dedicated a picture spread highlighting the visits. On a lighter note, we have a brain teaser, which is aimed at testing our diamond pipeline knowledge.

Finally, I would like to thank you all for the support and motivation that has been extended to me during my reign as The CUBE Editor. Despite my raw talent and being thrown into the deep end initially, I had become comfortable in my role and will use this rich experience in other similar platforms in the future. I have enjoyed the great company and contributions of the Editorial Board, and I do believe the same will be extended to our in-coming Editor.

Thank you and keep reading The CUBE, as there is always more inside!

Pula Bagaetsho!!!

Kgomotso





Message from the Managing Director

I recall informing you last year, how the company was weathering the storm of the global recession. Today, I am happy to say, even though we have not entirely emerged from the woods, we are cautiously optimistic that stability will take hold in the not too distant future.

While some companies are still finding the going tough, DTC Botswana has been quicker to recover, thanks to its strong fundamentals. Prudent financial management has been one of the primary reasons for achieving this. Going forward, we are bound to face fresh and stiffer challenges, however, through the global recession we became stronger, leaner and future-ready. Surely, it augurs for better things and times going forward.

I remember in the middle of the recession, Nicky Oppenheimer said that De Beers was taking "short-term pain for long-term gain." I am pleased to now report that the long-term has arrived sooner than any of us thought possible.

Early this year, De Beers released its financial results which showed that in 2010, the De Beers Family of Companies led the diamond recovery. We produced in line with improving demand from our Sightholders.

As we look to 2011 we do so with cautious confidence and optimism. We have started the year with a buoyant rough market and we hope to see this trend continue through-out the year.

I take this opportunity to thank you for all your effort and perseverance. Our story has only just begun.

Brian McDonald
Managing Director

Know your Company's

Purpose, Vision & Values

Our Purpose

We are driven to turn "Diamond Dreams" into lasting reality

Our Vision

"Diamond Pride, Diamond Prosperity, Diamond Sustainability,

We will support the creation of a globally competitive downstream diamond industry in Botswana"

Our Values

Be Passionate

We will be exhilarated by the product we sell, the challenges we face and the opportunities we create.

Pull Together

Being united in purpose and action. We will turn the diversity of our people, skills and experience into an

unparalleled source of strength.

Build Trust

We will always listen first then act with openness, honesty and integrity so that our relationships flourish.

Show We Care

The people whose lives we touch, their

communities, nations and the environment we share, all matter deeply to us. We will always think through the consequences of what we do so that our contribution to the world is real, lasting and makes us proud.

Shape the Future

We will find new ways. We will set demanding targets and take both tough decisions and considered risks to achieve them. We will insist on executional excellence and reward those who deliver.





A MOMENT WITH THE OUTGOING EDITOR

Kgomotso Mphetlhe

Who is Kgomotso?

A very confident, larger than life woman.

What do you do at DTC Botswana?

I am a Production Supervisor in Techsort (Technical sorting)

Why did you choose this profession?

In the beginning it was about curiosity, you know DIAMONDS, the fact that it was such a mysterious product and that it was privilege to work with such a product that is so highly regarded as the bread basket of Botswana and later on it became my livelihood.

If you were to change anything about your job, what would that be?

Focusing on people's strengths, talent and placing them accordingly, if it means them specializing then be it. I have realized that sometimes people

fail not because they are incompetent but simply because they have been misplaced. Also sometimes people get frustrated because they are so smart and are not given an opportunity to showcase their talent.

If you were not in this profession, what would you be doing?

Practising law or interior designing (oh I love beautiful things, fabrics, ornaments etc)

What is your best moment ever since you joined the company?

When I was given the opportunity to travel the world following the diamond pipeline (London, Belgium and India in 18 days)

How do you live DTC Botswana values?

First of all these values are not unique only to DTCB, they are part of our daily lives and most of the time we don't realize that as people. So for me it was part of who I am, and by being

part of the Presentations team where I strive to help the organization reach its goals.....there is passion, pulling together and shaping the future in there.

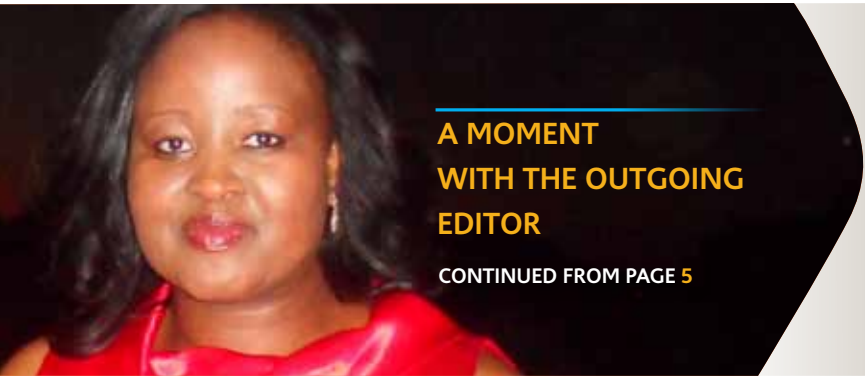
You have been The Cube newsletter Editor for the past 2 years, how has it been for you?

It has been such an amazing experience, more so that I was applying my raw talent. Looking back, I do believe that I have done a great job and that is because of the great team that was around me in the Editorial Board.

What's next for you now that you're no longer Editor?

I want to continue pouring all my energy into my role of a Production Supervisor and exploring other new opportunities in the company and industry at large. I am a go-getter and I always have my ear on the ground, so I am optimistic something will come up!





A MOMENT WITH THE OUTGOING EDITOR

CONTINUED FROM PAGE 5

What does the job of an Editor involve?

It involves proof reading and editing of the articles, putting together the set up and design of the newsletter. Also coordinating meetings and activities of the Editorial Board.

What have been your highest and lowest moments during your time at the helm of The Cube?

Let me start with the lowest, when people fail to submit articles on time. It derails the whole schedule and to make matters worse, when those submissions are not up to standard, then I have to re-write everything. The highest, is when the final product has surpassed expectations and I get complimented for a job well done! It has happened a couple of times.

What else do you do besides your job?

I am a trained and qualified part time arbitrator at the Ministry of Labour and also an Industrial court assessor.

How do you relax?

Reading (currently enjoying Abraham Lincoln's A TEAM OF RIVALS), Day dreaming and watching TV..... Home, music, lifestyle, FOOD and CNN are my favourite channels.

Tell us about your most embarrassing moment

When I fell and fractured my ankle at Riverwalk mall, it still a mystery how that happened because I was putting on machesa....:-)

How would you like to be remembered?

As one responsible citizen of this country who played a small part in making this country a better place.

Who inspires you and why?

My aunty, Mrs Tiny Kgatlwane (BIFM CEO).She is one of the most hard working, intelligent, beautiful and strong women I know. She is my worst critic and best friend and I love her to bits, because partly, she has shaped me!

If you were the President of Botswana for a day, what changes would you put in place?

I would seriously drive the principle of self reliance in people. I think one thing that is really pulling us down as Batswana is the mentality of entitlement, we always expect something from the other side but we never ask ourselves of our contrubutions. JFK once said' ask not what my country can do for me but what I can do for my country".

What makes you want to wake up every morning?

The gift of life.....I love the fact that I am alive and God is present in my life.

Tell us about your family.

I have three siblings, three elder brothers and me...of course last born and only lady. Unfortunately we have lost both parents and that makes me their mother!

What is the one lesson that you would like to teach your children?

Respect and humility. They should know that it doesn't hurt to treat others exactly the way they would want to be treated.

What is your personal mantra?

Enjoy the power of now!

Any last words for your colleagues?

Try to live life the best way you know it and feel proud in a couple of years when you reflect on your past journey!



DIAMOND HUB

The Strategic goal of the Government of Botswana, through Diamond Hub, is to develop Botswana's share of the downstream value in the diamond Industry. The Diamond Hub's mission is to transform Botswana into a World Diamond Centre.

1. The main objectives of the Diamond Hub are:-

- i) To improve the commercial and economic viability of cutting and manufacturing component of downstream diamond in Botswana.
- ii) To establish the Botswana Diamond Exchange to sell both rough and polished diamonds locally
- iii) To facilitate the development of downstream diamond support businesses such as financing, technology and security.
- iv) To develop niche jewellery manufacturing in Botswana
- v) To facilitate the development of diamond tourism which may include mining areas tours; diamond factories tours, diamond museums and diamond jewellery shopping.
- vi) To establish the Botswana Diamond Research and Training Centre to train both diamond cutters and young entrepreneurs.

2. Improving Commercial and Economic Viability of Cutting and Polishing

There are 16 Cutting and Polishing Companies licensed to operate in

Botswana. These companies at the height of operations in 2007 cut and polish diamonds worth US\$ 360 million (P2 billion). The Diamond Hub is also mandated to encourage these companies to relocate most of their world-wide operations to Botswana more specially their financial activities. For sustainability the Diamond Hub is working on a programme of developing young Botswana entrepreneurs to be assisted to establish their own companies in all aspects of cutting and polishing. Currently one Botswana led company has been established to service cutting and polishing equipments. This programme will be carried out in conjunction with CEDA and LEA.

3. Botswana Diamond Exchange

The establishment of the Botswana Diamond Exchange is meant to attract Diamond Trading Companies and in certain cases producers that are currently selling their diamonds especially in other centres to relocate to Botswana and also encourage their customers to come to Botswana and buy diamonds in Botswana. This is meant to create traffic with many people travelling in and out of Botswana to source diamonds. This is envisaged to boost air traffic as well as the hospitality industry (hotels, restaurants etc) as well as tourism.

Secondly, the establishment of BDE will afford the country to diversify sales channels of the diamonds produced locally. This will afford the country to weather the storms of sales problems in times of economic down turns.

4. Facilitate Establishment of Support Services

Diamond activities thrive on specialised financing. For Botswana to prosper as the World Diamond Centre, specialised financing needs to be available. We are happy that ABN-AMRO Bank which is the biggest bank in diamond financing has established presence in Botswana.

In terms of security, Botswana intends to become a secure environment where diamonds could be transported in and out of Botswana. To this end, the Government financed the Construction of a Secure Transfer Facility (STF) at Sir Seretse Khama International Airport. Furthermore, this facility could also be used to handle high value goods other than diamonds thus boosting the potential of Botswana as a high value good cargo terminal.

5. Location of Diamond Activities

Diamond activities generally require a critical mass or clusters because of security, financing and skills. For example in Israel the Diamond Centre is located in Ramat Gan an area within Tel Aviv City whereas in Belgium, Antwerp is basically the World Diamond Centre, even then in a particular district. It is the same in Botswana, the area around DTC Botswana has developed into virtually a Diamond District since a cluster of diamond activities are concentrated in the area with linkage to the airport through construction of Secure Transfer Facility (STF).



ACCREDITATION OF THE DTC BOTSWANA DIAMOND ACADEMY

The Diamond Academy, an in-house training facility of DTCB has been registered and accredited with the Botswana Training Authority (BOTA) since September 2009. This achievement marked a significant milestone for DTCB in taking training and development of its staff and external stakeholders to greater heights

What does Accreditation mean?

Accreditation is a process by which a private body evaluates the quality of an institution as a whole or of a specific educational programme in order to formally recognize it as having met certain pre-determined minimal criteria or standards. The result of this process is usually the awarding of a status of recognition, and sometimes of a license to operate within a time-limited validity. Accreditation means that an institution and/or training facility is recognized for good quality services.

Diamond Academy courses accredited with BOTA

- Rough diamond sorting (six month trainee program)
- Foundation Manufacturing course
- Intermediate Manufacturing course (IMC)
- Advanced Manufacturing course (AMC)
- And Pre-RTOP course

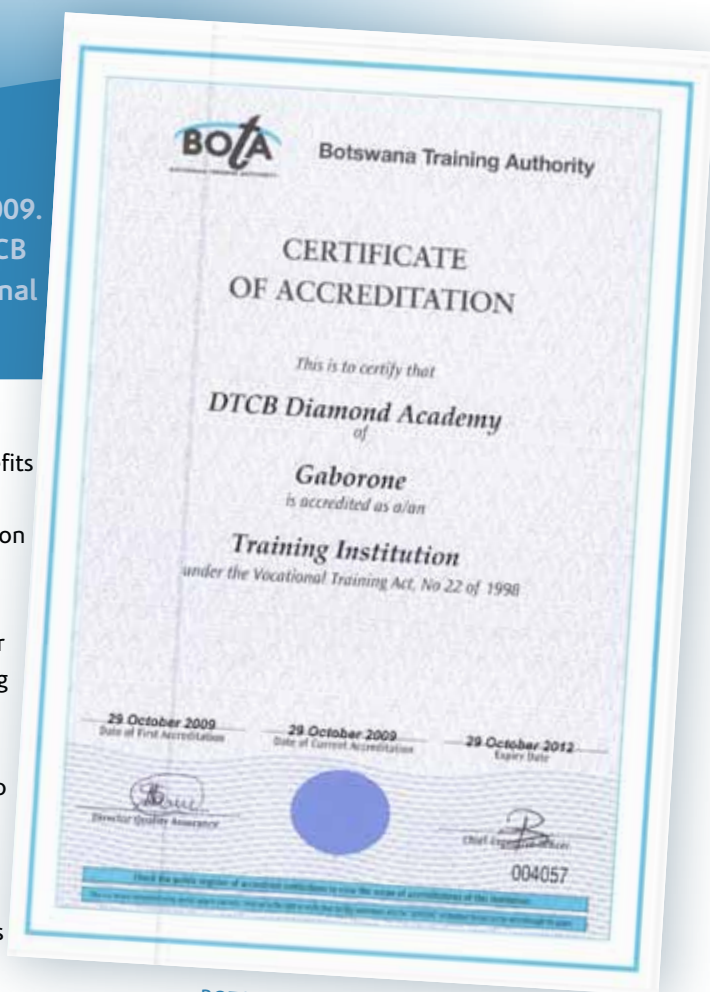
Registration of DTCB Academy Instructors

The Academy instructors have also been registered with BOTA to deliver the BOTA registered courses in addition to the non-registered, i.e. diamond technical courses.

Benefits of Accreditation

There are a number of benefits that can be derived from accreditation of an institution and/or training facility and these include:

- Benefits to customers or recipients of the training services - accreditation focuses on improving learning. Customers also have the opportunity to receive certificates of attendance for all the BOTA registered courses they attend in the Academy.
- Benefits to the Diamond Academy (as a training service provider) - not only does accreditation provide that sense of recognition and trustworthiness of the Academy; the quality of training and the capabilities of the Academy instructors are also validated through this process.
- Business benefits - DTC Botswana has the opportunity to enjoy the benefits of a training levy with which only accredited companies can benefit from. The training levy is a framework for motivating companies to take charge of training



BOTA Accreditation Certificate

and development of their staff by either sending them to attend external accredited programs or by offering them in-house training on registered courses. The benefit is in monetary form.





ROLE OF THE GIA IN THE DIAMOND INDUSTRY

About GIA

Established in 1931, the Gemological Institute of America is the world's foremost authority on diamonds, coloured stones and pearls. GIA exists to protect all purchasers of gemstones, by providing the education, laboratory services, research, and instruments needed to accurately and objectively determine gemstone quality.

GIA is designated as a non-profit corporation by the U.S. tax code which distinguishes it from for-profit corporations and trade organizations. The Institute's non-profit status derives from its on-going commitment to gemological research and education, and to the unbiased gemstone evaluation standards it sets and maintains. It operates independently of commercial and private interests, political lobbies and advocacy groups.

GIA has educated more than 300,000 gem and jewellery professionals

worldwide since inception. It has 12 campuses, 6 laboratories, 4 research centres and 2 service centres and operates in 14 countries.

Creator of a Universal Language for Diamonds

More than 50 years ago, GIA created a universal standard for describing and determining diamond quality: the 4Cs (carat, color, clarity, and cut) and the GIA International Diamond Grading System™, which includes the D-Z color scale, the Flawless-I3 clarity scale,

and the Excellent-Poor cut grading scale for round brilliant diamonds. This standard is accepted by virtually every professional jeweller and is used by every knowledgeable diamond buyers in the world. The Institute's laboratories are entrusted with grading and identifying more gems than any other lab. These include such famous diamonds as the Hope, the Taylor-Burton, the De Beers Millennium Star and the Incomparable. Staffed by expert diamond graders and gemologists, GIA laboratories set the standard for grading practices used worldwide.





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A Global Leader in Gemological Research

Since the 1930s, GIA researchers have made numerous breakthrough contributions to the understanding of gems and have developed many of the methods used to identify gem materials and detect gemstone treatments. These milestones include:

- building the first gemological microscope with dark field illumination (1938)
- detecting irradiated yellow diamonds (1956)
- determining the color of black cultured pearls to be natural (1961)
- the first study of a new gem, tanzanite (1968)
- the first report on faceted synthetic diamonds (1971)
- identifying glass-filled rubies (1984)
- detecting fracture-filled diamonds (1989)
- evaluating the durability of emerald filling substances (1991)
- distinguishing natural from synthetic diamonds (1995)
- detecting synthetic moissanite (1997)
- identifying the effect of fluorescence on diamond appearance (1997)
- detecting diamonds decolorized by high pressure/high temperature (HPHT) treatment (1999)
- detecting chemical vapor deposition (CVD) gem-quality synthetic diamonds (2003)
- creating a comprehensive system for grading diamond cut quality (2004)

GIA in Botswana

GIA established a grading laboratory in Gaborone in January 2009 to support Botswana’s growing diamond manufacturing community. Located in the state-of-the-art Diamond Technology Park, the laboratory employs 25 professionals, including 24 local staff who have undergone the Institute’s rigorous diamond grader training program and on-the-job training in support services roles. The laboratory issues GIA grading reports to help add value to the high-quality diamonds mined and cut in Botswana.

In addition to laboratory services, GIA’s Diamond Technology Park location offers world-class gem training to serve the people of Botswana by helping individuals attain the highly technical skills needed for successful careers in the diamond industry. Thirteen students completed GIA’s 5-day Diamond Grading Lab class in August 2009 and learned to grade diamonds consistently and accurately using a modern gem microscope and jeweler’s loupe. They spent more than 18 hours practicing grading techniques on diamonds carefully selected and graded in the GIA Laboratory.

A worldwide network of alumni and the GIA Alumni Association provide on-going support to students and graduates. The Association includes a new and thriving chapter in Africa that has 11 members from Botswana.

For more information about GIA laboratory services or class offerings in Botswana, please call (267) 318 0361 or email giabotswana@gia.edu

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The first cohort of the DPGC with the Managing Director

DIAMOND PROFESSIONAL GRADUATE CERTIFICATE (DPGC)



What is the Diamond Professional Graduate Certificate Programme?

The Diamond Professional Graduate Certificate programme is a key outcome from the Accreditation project. It is a continual professional development initiative developed exclusively by DTC in partnership with the University of Leicester, UK for the benefit of the De Beers Family of Companies.

The programme develops graduate level competencies and skill sets across the diamond business that can be taken in isolation or to complement other talent management programmes. At the end of the programme, candidates who are successful will be able to apply the foundations of professional diamond knowledge and expertise and have developed industry insight required to contextualise and operate across the diamond value chain.

Candidates who complete the 12-month programme successfully will be awarded a Graduate Certificate

from the University of Leicester. The Graduate Certificate is a 60 credits award at UK degree level (level 6 on the UK National Qualification Framework).

The pilot 12-month course began in September 2008 and it was aimed at suitable candidates from the UK and Partner DTC offices in Southern Africa. The programme is structured such that it combines assessed web-based distance learning with training in the Diamond Academies with further seminars and assessments at 4 one-week group residentials at selected locations in Southern Africa.

The programme is a stimulating experience offering networking opportunities with employees across locations and functions and marks a significant professional development. The award is an advantage (but not a guarantee) with future career progression within De Beers and may also be used as a means to progress onto further higher education programmes.

How would achieving this qualification benefit me?

- It will add a credible professional qualification to your CV.
- It will expand your knowledge of the entire pipeline, which will help you to perform better in your current role.
- It will develop your career potential for the future.
- It will enable you to have a higher profile in the organisation.
- It will broaden your network of contacts across the De Beers Group of Companies.

Why does De Beers/DTC need the 'Diamond Professional' development programme?

A focus for the partner DTC Companies in 2008 and beyond is for employees to develop high levels of appreciation of the business and the transformations within the industry as a means of driving individual performance and support succession planning; in short – to develop further our Diamond





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Professionals to shape the future of the DTC and the De Beers Group.

How was the programme developed?

- The choice of the University of Leicester was the result of an extensive and rigorous DTC review of the UK and Southern African higher education institutions.
- The University of Leicester has also been ranked joint first in 2007 for overall student satisfaction for the third successive year amongst mainstream English universities by the National Student Survey, which is the cornerstone of the UK's independent quality assurance framework. Overall, the University was ranked joint first with Oxford amongst mainstream English universities (<http://www.le.ac.uk/portals/teachinginspires.html>).
- Partnering with the University of Leicester draws on their expertise at shaping employer led continual professional development programmes with the benefit of achieving an accredited higher education award.
- Leicester offered flexibility in the development of the programme and has experience of students from Africa, in particular Botswana, some of whom are employed by Debswana.
- The programme, part of Leicester's new Employer Engagement Initiative, is led by Leicester's Institute of Lifelong Learning, and administered through its Geology Department in partnership with its School of Management. Under a non-disclosure agreement, the key Leicester personnel on the

project underwent extensive briefings in London. The Project Leader for Leicester has extensive commercial and academic experience in the gemmological and mineral extractive industries and underwent further diamond industry familiarisation in Antwerp and across the partner DTC offices and mining operations.

- The Diamond Professional programme will be taught online to De Beers/DTC candidates in South Africa, Botswana, Namibia and UK, and from the DTC Diamond Academies. Participants will have access to Leicester's well-established distance learning tools, such as its web delivery platform. These resources will be supplemented by residential courses to incorporate group learning, site visits and final assessments.
- The development of the subject materials for the programme has been guided by subject matter experts from within a number of DTC departments, the Diamond Academies, the De Beers Group, external consultants and the University of Leicester.
- Leicester and DTC have collaborated closely in the programme structure at a multinational level, so that the training will reflect cultural and national sensitivities as well as the diverse skills and experience of participants.

What will I be learning?

The course will consist of 6 modules which will include the following topics:

- The geological origin of diamonds

and its impact on exploration for, and commercial exploitation of diamond deposits.

- Mineral economic and resource evaluation.
- Gemmological properties and the equipment used to identify and value gemstones.
- The technical and commercial significance of diamond treatments, synthetic diamond and diamond stimulants.
- The principles behind and practice of the sorting and valuation process and DTC sales of rough diamonds.
- The principles driving the external market for rough and cut/polished diamonds.
- The supply-demand dynamics across the diamond market and competition in the luxury market.
- The concepts underlying the marketing of diamonds to the trade and consumer.
- The environmental factors (commercial, legislative, legal and consumer) affecting the international diamond business.
- Contemporary issues and complexities driving the international diamond market contrasted with appropriate examples from other industries.
- Demonstrate knowledge and understanding of the external issues, technical, political and commercial risks to the diamond industry and their mitigation.





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How is the course delivered?

- The course is delivered through username and password protected web-pages through the University of Leicester web learning portal, web-lecture and web-tutorial delivery, directed reading, DTC Diamond Academy practicals, independent work and residentials involving group learning, problem-solving and role play.
- Each student will have access to a company mentor for guidance.

How much work is involved?

- The number of hours individuals apply to each of the six modules will vary depending on their prior knowledge of the subject and their ability. As a guide each module requires around 75 – 100 hours over a 2 month period which includes time spent at residentials. Note there are only 4 residentials for the 6 modules.
- Some modules will require less independent study and more practical experience in the diamond academies with support from academy staff.

Will my company allow me time and facilities to undertake the course?

- As a blended learning course requiring periods of self study a PC with broadband internet connection to the University of Leicester, UK website is essential.
- No individual will be disadvantaged for not having a home PC. Each of the DTC offices will make available PCs for the use of the candidates on the course.
- Arrangements will be made by management and HR to allow individuals to use company PCs in an appropriate environment before and

after the working day and by prior arrangement during the working day. Communication with your line manager and appointed mentor is essential in this regard.

- Printed materials will be available as an alternative to the web materials although on-line access will be required for communication with Leicester and other students.

How will I be assessed?

- During each module there will be online formative assessments and assignments to determine if you understand the material before moving on. The course structure builds on material and themes learned in previous units and modules.
- At the end of the first, third, fifth and sixth modules there will be residentials at Southern African sites where you will take part in seminar presentations, problem-based exercises and simulation exercises e.g. diamond sorting, and group work.
- There will also be study visits to for example, to a diamond mine.

What if I specialise in at least one of the disciplines already?

- Even if you specialise in one of the topics or modules you will still be expected to complete the whole course.
- The advantage to you is that you will excel in your module and improve your overall score.
- The advantage to your fellow candidates is that you will bring your expertise to the residentials for the mutual benefit of the group.

What can I expect after I complete the course successfully

- Following successful completion, the University will recognise this through the award of the 'Diamond Professional' Graduate Certificate.
- There can be no guarantee of an immediate change in your current position once the course is completed. However, you will be recognised as having achieved the award, which will position you well for the future and provide an advantage in terms of career opportunities which may emerge.
- No learning and development programme should be undertaken unless there is a business need. The business need has been described above and formed the business case of the project. There is work in hand to develop a mechanism by which the benefit to individuals and the company can be measured once individuals have completed the course. This should include opportunities for individuals to expand on their current roles to maximise the return on investment to the company.
- There may be the opportunity in the future to extend the award to a Leicester Graduate Diploma with an individual project elected by the company.

Conclusion

DTC Botswana registered 10 candidates in the pilot programme which commenced in September 2008 and 9 candidates form the 2nd cohort for the 2010/11 programme which is currently on-going.





Eliminate illegal diamond dealings

Botswana has made a deliberate commitment towards collectively sharing the proceeds realized from diamonds. This also places a responsibility on the nation to collectively protect our diamonds from illegal dealings. As such, the function to protect diamonds cannot be achieved by in-house security practitioners and law enforcement agents alone but rather with joint effort from other stakeholders.

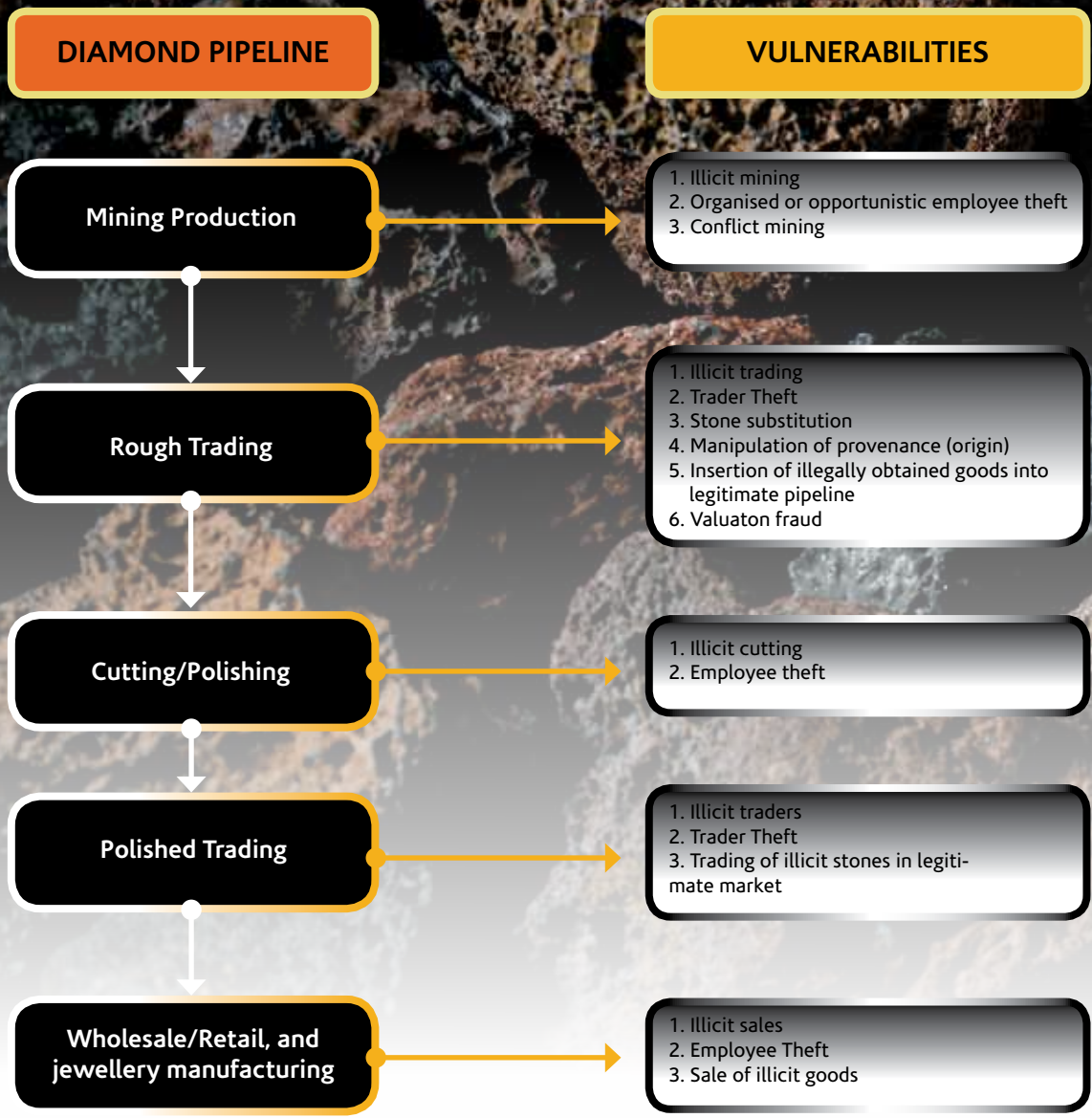
All citizens, visitors and DTCB employees especially are key stakeholders in fighting diamond smuggling to ensure long term sustenance of the business. It is therefore imperative that they actively participate in combating illicit diamond dealings. Latest crime trends reveal that illegal diamond activities are done by syndicates through coercion of employees.

Diamond Risk Management appeals to all employees to join hands with them to uproot the threat to the sustenance of our livelihood and pillar to our economic prosperity. Let's all stand up and be counted to protect Botswana's heritage. Crime does not pay but rather serves to hurt the perpetrator, dependents and family. Its profound negative effects are:

- Job loss;
- Imprisonment;
- Family break-up;
- Breeding of delinquencies as children try to fend for themselves

It is easy to break the chain, report illicit diamond dealings happening at any stage of the diamond pipeline to DTCB toll free number **0800 700 706**.

Figure 1: The diamond pipeline and its vulnerabilities to illicit activity
(Rebecca Tailby, The illicit market in Diamonds)



WELLNESS

HOW TO LOSE WEIGHT NOW AND FOREVER

Things you'll need:

- Patience
- Perseverance
- Determination
- Positive Attitude
- Time to exercise

1. Start off by slowly eliminating those yummy things you eat all of the time, even though you know they are bad bad bad for you! For me, I eliminated french fries and soda. Next, I moved on to pizza and ice cream. Just by doing this one step, the pounds started melting away.

2. Try to increase the amount of water you drink daily. Don't worry too much about counting glasses or anything like that. If it is too restrictive, you will feel pressure and this step will backfire. Throughout your day, when you feel thirsty, instead of reaching for a soda or juice, or even iced tea, drink an ice cold glass of water! Eventually, you find yourself preferring water over the sweet stuff. This step is great in filling up your stomach so you won't over eat.

3. Next, move move move! Try to increase your physical activity everyday. Don't think of it as "exercise". Remember, you want to make a lifestyle change. Try to incorporate things that you really enjoy, whether it be dancing, rock-climbing, playing outside with your kids, skating. The more you enjoy your daily movement, the more likely you will do it and stick to it for a lifetime.

4. Chew slowly. Try practising chewing your food slowly. This step is not easy and takes a lot of practice, especially when you are very hungry!

5. Eat small meals throughout the day. Try to get the 3 square meals idea out of your head. Eating smaller meals throughout the day is a great way to maintain blood sugar levels, so you will feel satisfied. Doing this step will also decrease the chance of binge eating, because you will not have to wait so long for your next meal.

Tips & Warnings

- Remind yourself that this is a "lifestyle" change, not a diet plan.
- Stay positive and focused.
- Tell yourself you are doing a great job!
- Try not to weigh yourself to see if you have lost weight. Instead, go by the way you feel, the amount of energy you have and how your clothes are fitting.
- If you mess up and eat something fattening or unhealthy, don't be too hard on yourself. Remember, this is a lifestyle change and it takes a lot of patience, practice and hard-work before the changes are noticeable and lasting.

By jayjoe, eHow User



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His Excellency Prof. Bingu wa Mutharika visits DTC Botswana

His Excellency, President of the Republic of Malawi, Prof. Bingu wa Mutharika visited the Diamond Trading Company Botswana on April 05, 2011. President Bingu wa Mutharika was on a 3-day state visit to Botswana.

His Majesty King Carl XVI Gustaf pays a courtesy visit to DTC Botswana

During his 4-day state visit to Botswana, His Majesty King Carl XVI Gustaf of Sweden paid a courtesy call on DTC Botswana to learn more about the good that diamonds are doing for Botswana. He was accompanied by the Minister of Foreign Affairs and International Cooperation, Honourable Phandu Skelemani.

1. The Managing Director of DTC Botswana, Mr. Brian McDonald, showing the different types of diamonds to His Excellency Prof. Bingu wa Mutharika. Listening with him was His Honour the Acting Vice President of Botswana and Minister of Minerals, Energy and Water Resources, Dr. P.H.K. Kedikilwe. **2.** "May I keep this one Brian?" His Excellency seems to be saying.

3. His Excellency signing the guest book before his departure.



4. The Acting Managing Director of DTC Botswana, Mr Pat Jacobs welcoming His Majesty King Carl XVI Gustaf to DTC Botswana. **5.** Poppie Moriana explaining the sorting process to His Majesty. **6.** His Majesty astonished by the size of the diamond.





The Ultimate Classroom

You have probably heard it said that someone went to the “school of hard knocks.” This, of course means that they may not have had any formal education, but learned a lot from living their life.

Life is the best teacher any of us will ever have. Our past is the lesson, our present is the exam, and our future will be grades we receive. If we do not learn from the mistakes we have made in the past, we will fail the exam, and our future will be same as our past. Just like in school, those who do not learn the lessons have to repeat a grade over and over again.

It has been said that the definition of insanity is to continue doing the same thing while expecting a different result. If you make a mistake, it can either be end of your efforts or the fertilizer that will make your dreams grow in the future. I’m a die-hard fan and student of history; the more you understand this subject, the more you understand where you are going than where you have been. Those who do not learn from history are destined to repeat it. Joseph Stalin from the former Soviet Union, in a violent and massive campaign of ‘collectivisation’, brought Soviet agriculture under state control. More than five million people starved to death or died of hunger-related disease in the USSR in the early 1930’s, 3.3 million

of them in Ukraine, of which about three million would have survived had Stalin simply ceased requisition and exports and granted people access to grain stores; let everyone contribute, in spite of how small it may be, to the good of all. Looking behind then, we find that people were struggling with the things that you and I struggle with today. We have a number of new technological advances that make our lives faster and more convenient, but we find ourselves not observing but abusing our technical expertise which reverses our current time of enlightenment to the era of Stone Age (Dark Age); where laws and rights were not much highlighted.

From an early age, we are encouraged by friends, relatives, and those that care about us to ‘be careful,’ ‘take it easy,’ and ‘watch out.’ The thinking behind this admonition is that we’ve got to avoid dangerous situations and eliminate risk in our lives.

It is certainly prudent that to avoid exposing ourselves to unnecessary danger;

however, the idea of eliminating risk is counter-productive. Risk is all around us. It evades every area of our personal and professional lives. There is a false assumption that one choice carries risk with it while alternate choice is risk-free. In the investment world, the riskiest investments are considered to be real estate and the stock market, while the safest investments are considered to be guaranteed bank or government accounts. While the bank and government guarantee that you won’t lose your money, the experience of 2008-2010 recession has proved to be the most dangerous and risk-laden decision you could have made.

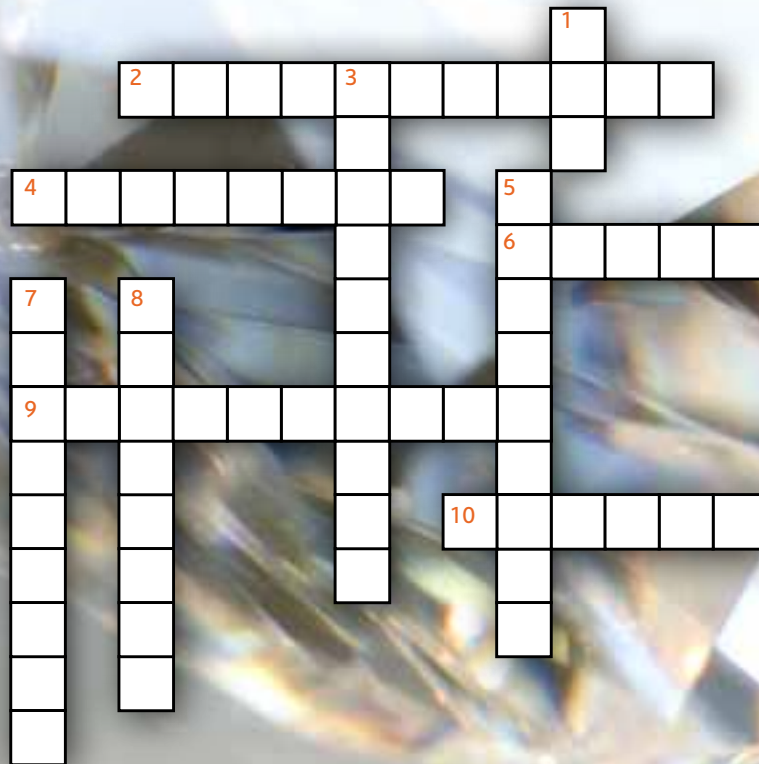
Every successful business began adrift in a sea of risk. There were multitudes of things that could go wrong for every one that could go right. Many start-up ventures fail, but few grow, prosper, and eventually succeed. The only way to guarantee failure in a business venture is never to begin. If you launch your dream, you might fail. If you never start, you are guaranteed to fail; never play it safe when it guarantees your failure.





Diamond Crystallography

This crossword puzzle contains general information on crystallography of diamonds. Try this and learn in the process.



Across

- 2. A dodecahedron is a result of which process?
- 4. If you heat a diamond at 1800 degrees celcius without oxygen, it will turn to what?
- 6. A dodecahedron has how many soft corners
- 9. Which diamond form has eight faces and eight hard corners?
- 10. A diamond is made up of which substance?

Down

- 1. How many faces does a cube have?
- 3. The primary growth pattern of diamonds is referred to as
- 5. The term 'cubic' refers to which growth pattern?
- 7. Minerals are formed from which material?
- 8. Which element do the Type Ia diamonds have?

